

# EARLYON PARTICIPANT CODE OF CONDUCT

At Peel Region the health and safety of all community members, service delivery partners and their employees is a priority. We care about working with our community and partners to build diverse, respectful, safe, and inclusive work and program spaces free from bullying behaviour, discrimination, racism, or harassment as defined below.

EarlyON participants, staff and providers are responsible for their behaviour when attending or delivering an EarlyON program. All parties must follow this code of conduct and contribute to a positive program environment that is free from Bullying Behaviour, Discrimination, Racism, and Harassment. EarlyON participants, staff and providers may not at any time engage in the behaviour outlined below. Violations of the EarlyON Code of Conduct will be grounds for disciplinary action. In the case of participants, inappropriate behaviour could result in a temporary or permanent ban from the program.

**Bullying Behaviour** means acts by a person that intimidates or demeans another person and includes abuse of power, humiliation or embarrassment, persistent and unjustified criticism, exclusion, isolation, threats, rumours and gossip.

**Discrimination** results from treating a person unequally or unfairly, rather than treating the person fairly based on individual merit. Discrimination can be either intentional or unintentional and is usually based on personal prejudices, biases and, stereotypical assumptions about at least one of the protected grounds in the [Ontario Human Rights Code](#).

**Racism** means prejudice, attitudes, beliefs (such as the belief that one or more races are superior to others), stereotyping, and discrimination that is directed at people based on their race. Racism can show up in interpersonal interactions through racial slurs, abuse, and harassment.

**Harassment** including sexual harassment means engaging in a course of comments or conduct that is humiliating, offensive, degrading or abusive, that is known or should reasonably be known to be unwelcome.

EarlyON participants, staff and providers are expected to follow all provincial and federal laws. Not being aware of the law is not a valid defence if you break that law. All parties must interact with participants, staff, volunteers, the public and the EarlyON environment respectfully at all times.

By attending an EarlyON program you agree to abide by this code of conduct and any other codes of conduct held by the organizations delivering the program.